Contested Election on SCAFR Seats

The Faculty Senate has received a petition nominating two additional members of the faculty, Dr. Alan Kors and Dr. Henry Teune, to three-year terms on the Senate Committee on Academic Freedom and Responsibility. In a mail ballot to be sent out March 24, Senate members will choose three from a list of five, as follows:

- Nominating Committee Candidates:
  - Adelaide Delluva, professor of biochem./Vet Med.
  - Michelle Fine, associate professor of education
  - James Ross, professor of philosophy
  - Petition Candidates:
    - Alan Kors, professor of history
    - Henry Teune, professor of political science

- Statements by each of the five candidates will be mailed to Senate members with their ballots, which are due in the Senate Office in the double-envelope provided for confidentiality by April 7. The results will be announced at the Spring Meeting, April 15, 3-5:30 p.m. in Room 200 College Hall.

- The nomination of Dr. Robert Lucid of English to a one-year term on SCAFR is uncontested as are the remaining Nominating Committee choices of Dr. David Balaram of physics as chair-elect, Dr. Lorraine Tulman of nursing as secretary-elect, and Drs. Richard Beeman of history and Diana H. Crane of sociology to the Senate Committee on Economic Status of the Faculty.

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OF RECORD

Correction of Flexdollar Calculation

Because of an error in setting the program for breakpoints on group life insurance amounts (see chart on page 5) approximately 500 full-time faculty and staff who will be age 35, 45 or 50 as of July 1, 1987 have received Pennflex Personal Reports, in which the flexdollars were understated.

Corrected Personal Reports will be sent within a week to faculty and staff in these age groups.

—James J. Keller, Manager, Human Resources/Benefits

INSIDE

- Senate Chair: Save the Baby, p. 2
- Judiciary: Data, Proposals for Change, pp. 3-4
- Speaking Out: Pennflex, Recreation Fee, p. 4
- Pennflex: Outline, Flexdollars Corrections, p. 5
- BRSG Grant Deadline, p. 6
- Report on Education Dean's Search, p. 6
- Of Record: Floating Day Off, p. 7
- Call for Input on Violence, Etc., p. 7
- Right-to-Know Environment Hazards, p. 7
- Deaths, p. 7
- Crimestats, Update, p. 8
- Pullout: CRC's Penn Printout

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Indiana: Yes, Tom Ehrlich is Taking the Job

Provost Thomas Ehrlich has accepted the presidency of the Indiana University system and will take office August 1 as head of the eight-campus state complex with its 85,000 students and 3500 faculty members.

Rumors of his selection broke in Bloomington just before Penn's Spring Break, and the selection was confirmed March 7 in Indiana as Mr. Ehrlich met with Indiana's trustees and faculty.

The president of Indiana's trustees, Richard B. Stoner, called Tom Ehrlich an outstanding educator, legal scholar and public servant whose "innovative and effective" executive abilities will guide the quality of higher education in Indiana into the next century. Mr. Ehrlich succeeds Dr. John W. Ryan, who is retiring at the end of his 17th year.

President Sheldon Hackney has asked the Faculty Senate to make six nominations, and GAPSA and UA two each, to a 16-member search committee which he expects to name before the end of March. In a note to the Trustees advising of Penn's impending loss of a provost Dr. Hackney said, "We will miss Tom Ehrlich, not only his smile and his bow-tie, but his tough-minded sense of what Penn needs to fulfill its potential for greatness." He also spoke of the Provost's "unusual capacity to generate trust and respect from the faculty, and respect and affection from his colleagues," and a sense of humor that made "the inner circle of the administration more humane and more enjoyable."

"I love Penn," said the Provost, "and I will miss it—much as I'm looking forward to the opportunities and challenges of Indiana University. To the faculty and staff here, could I just say 'thank you' for so many wonderful experiences?"

When he arrived as Provost and Professor of Law at the start of the fall term 1981, Thomas Ehrlich was the first "outside" provost at Penn since 1868. The former Stanford Law School Dean had served under U.S. President Gerald Ford as head of the Legal Services Corporation and under President Jimmy Carter as first director of the International Development Cooperation Agency overseeing A.I.D. and U.S. contributions to development programs of the U.N., O.A.S. and World Bank.

A scholar of international law and legal education, with strong interests in the liberal arts, Mr. Ehrlich set up for Penn undergraduates a series of seminars in ethics and the professions soon after taking office. Midway through his first academic year here, President Hackney and Provost Ehrlich published "Six Working Papers for Strategic Planning" January 15, 1982, as the first of eight documents building on Penn's earlier planning exercises of the seventies. (The eighth, "Investing in Academic Excellence," is in Almanac: March 3. The document's call for funding priority to SAS "expresses some of my strongest convictions about the arts and sciences," the Provost said.)

The priorities the planning series sets—emphasizing undergraduate education and research—have led to changes in the financing of tuition and increases in graduate student financial aid, innovative faculty support mechanisms such as the 1982 Pew Memorial Trust grant enabling SAS to tenure some younger members in anticipation of openings, and physical improvements to research facilities as well as the all-University computerization program.

The academic plans have in turn generated plans for a major funding initiative to be launched in the coming year.

Since Mr. Ehrlich's arrival the Academic Planning and Budget Committee came onstream as the review point for University and School plans; the Faculty Council on Undergraduate Education was established; and the School planning process formalized with Deans' Five Year Plans as the focal point.
Trying to Save the Baby While Throwing Out the Bathwater

In the last issue of *Almanac*, the Committee on Administration published a number of proposals for your consideration at the April 15th Meeting of the Faculty Senate (3-5:30 p.m. in 200 College Hall). These recommendations pertain to restructuring the way the Faculty Senate does business. The aim is to preserve the best of the current rules and to add useful new regulations, which, I believe, facilitate the expeditious handling of Senate business and promote greater faculty involvement. At the Spring meeting, I intend to have you, the participants, fully air your views on each of the resolutions. The provisions for referenda allow for obtaining your opinion on many of the future issues in a timely and efficient way. By encouraging attendance at scheduled and special plenary meetings of the Senate, the proposals support a valuable forum where you can learn about the issues through discussion with your colleagues. It is through such an interchange that one can make the most informed judgment. Moreover, because resolutions may be approved at the plenary meetings, provided that there is a quorum of 100, much can be accomplished at the meetings.

The size of the quorum, designed to minimize rule by small groups, remains unchanged. However, we, the faculty, are frequently overcommitted and many of us are reluctant to attend 2-1/2 hour meetings in order to obtain information about the particular topic in which we are interested. In instances where a quorum is not present, the proposals allow for use of referenda. It is hoped that the institution of a mechanism for referenda will allow much wider faculty participation. Such referenda should state the resolutions(s) and should outline succinctly the pro and con positions. To facilitate informed participation in the referenda, we need to publish more widely the material regarding the background for the subject matter in question and to request more frequently that the faculty make their views known on the issues through *Almanac*.

Referenda are a means of remedying criticism proffered by some that the Senate is an unrepresentative club of vested interests that perpetuates itself for its own good. As in any organization, the Senate strongly depends on some members who render valuable service to you by repeatedly undertaking unremunerated efforts on the various Senate committees and on the Senate Executive Committee. The composition of SEC and the various committees generally changes with regularity. Although some SEC constituency representatives remain because they enjoy the work of the Senate, newcomers are eagerly welcomed. In summary, referenda constitute another mechanism to inform you about important issues, to increase your voice in the work of the Senate, and to make the organization more accurately reflect the will of the faculty. Simultaneously, it permits your Senate leaders to consult and to advise the administration with greater authority and accuracy.

Other resolutions proposed at the Spring meeting concern expediting the conduct of Senate business by empowering SEC to act routinely in the name of the Senate. Although SEC has this power at present, it has not been exercised frequently. The resolutions make a subtle shift from SEC rarely acting to SEC routinely acting, but reserving a monitoring role for the Senate over the routine decisions made by SEC. SEC and the Senate committees may also decide that certain resolutions require debate by the full Senate thus retaining a legislative function for some plenary meetings.

The requirement that the Senate meet only once each academic year in the Spring is probably the most efficient format. The course of the Senate activity each year is such that issues develop reasonably slowly during the fall and are largely shaped through the process of committee formulation and presentation to SEC, followed by committee reformulation if needed and presentation of resolutions at the Spring meeting. Therefore, there seems little need for a regularly scheduled Fall meeting. Some have suggested that the Fall meeting be retained (along with the Spring meeting) because this provides the only opportunity for individual faculty to discuss the issues directly with the President and Provost.

I look forward to hearing your views on this and the other operational issues the Committee on Administration has raised. I hope this is the last time a Chair must plead for attendance at a meeting.

You need to attend the Faculty Senate meeting on April 15 and to act so that Senate affairs can be handled expeditiously and with your involvement. Be there. We need your opinion and your vote.

More on “Goodness of Fit” in Tenure Decisions

The Committee on the Faculty, under the leadership of Professor Margaret Mills, has proposed guidelines on the use of the “goodness of fit” concept in tenure decisions. These guidelines will be considered at the Spring meeting. The thrust of the proposal is to have each school and/or department define its mission in writing and decide whether or not the “goodness of fit” concept will be used within its unit in the tenure process. Then, based on this decision, the department chair can effectively and accurately counsel faculty members who have probationary tenure status. If the department adopts “goodness of fit” as a criterion, fairness dictates that young faculty members should be made aware of this condition.

I discussed this matter with past Senate Chairs at our semi-annual luncheon, where advice was sought by the Present Chairs concerning topics before the Senate. Some suggested that a difficulty with this proposal is that younger faculty may come to a department to work with two or three specific professors. These faculty members become closely identified with the senior professor in their research, hence granting tenure to the former would unbalance the department. The present proposal would not eliminate this situation if the faculty in that department agree that “goodness of fit” should not be a criterion for promotion. Alternatively, the young faculty member could decide to continue his/her present line of research despite this potential constriction and risk the possibility that he or she may have to seek employment elsewhere at the appropriate time. In fairness, this could be known to all and planned for in a constructive and open manner. Since the future, six years in advance, is not so perfectly clear that one can be certain that any of the two or three specific senior professors will still be in the department, it is not a foregone conclusion that use of the “goodness of fit” concept would preclude a young faculty member from achieving tenure.

The other advantage of making departmental decisions on this issue is that if “goodness of fit” is not department policy, promotion committees will have to explain tenure decisions to the candidates based on the facts. The basis for tenure decisions should be clear to those being judged. “Goodness of fit” has been an important factor discussed in several grievances. To minimize complaints in this area, departments should define their missions.

The committee’s formulation of these guidelines has been aided by faculty consultation. I encourage you to express your opinions on this topic and to publish them in the Speaking Out section of *Almanac* for all to consider. I hope the upcoming Senate meeting will provide an excellent forum for additional faculty input so that we can propose the most effective and appropriate policy—a policy that permits the flexibility required to accommodate the diverse interests and needs of the schools and departments of our university.
Suggestions For Improving the Student Judicial Charter

In response to the Provost's request for suggesting ways of improving the Judicial Charter, I met with Dr. James Bishop, the Vice Provost for University Life; Dr. Edward Shils, the Judicial Administrator; Dr. Francine Walker, the Acting Director of Student Life; and Mr. Neil Hamburg, of the General Counsel's Office. In this report are incorporated their views as well as opinions from panel members and a complainant. It would be extremely difficult and not necessary to overhaul the entire Charter, but we believe the modifications we are proposing would enhance the judicial process. I suggest these proposed changes be read with the Charter in mind in order to fully appreciate the relevance of our recommended actions.

We have reviewed the entire Charter in detail and would like to begin by recommending, for the purpose of clarity, the inclusion of a clear definition of "student." There is confusion when a student is part-time, on leave, in a short term program, etc. This definition either needs to be incorporated into I. Statement of Purpose, or needs to be written elsewhere with appropriate references to the Charter. In addition, for

* The text of the Judicial Charter is available in Almanac (9:9:86) and in the handbook Policies and Procedures distributed to all students. Copies of the latter can be requested at the Office of the Vice Provost for University Life, 112 College Hall.

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**Disposition of Cases Referred to the JIO**
September 1984 through December 1986

![Table with categories of complaint and sanctions](continued on page 4)
3. alternates be appointed,
4. panels address disciplinary and academic cases,
5. undergraduate student members be selected by Nominations and Elections Committee and graduate members by Graduate and Professional Students Association.
6. one undergraduate and one graduate student be appointed to each panel.

For years the Judicial Inquiry Officer in conjunction with the Judicial Administrator has issued "judicial holds" in many cases. The purpose of the "hold" is to prevent registration, drop and add functions, release of transcripts, and presentation of a diploma. The action is taken when a student will not cooperate with the investigation or with the judicial process and also when a student does not comply with a specific sanction. A provision that the JIO in conjunction with the JA may issue a judicial hold should be included in the Charter (IV.B.9.) for purposes of protecting the University.

As yet, no student has asked to have the Vice Provost hear and resolve a case under the provisions of Section V. The former JIO suggested that students would be more likely to use this option if an appeal process were added to it. We share this view. For that reason, in V. Resolution of Vice Provost for University Life and IX. Appeals, we need to allow the parties an appeal of the VPUL's decision within the scope of the review spelled out in IX.C.

Special problems may arise for those students who are named as respondents immediately before their scheduled graduation. When a complaint is filed near the end of the term against a student eligible for graduation at the conclusion of the term, provision should be available for an expedited hearing as the required time limits as stated in the Charter cannot always be complied with. Protection should be included to prevent minor complaints from interfering with a student's graduation.

Some of those who work with judicial cases believe that it is unfair for only the respondent to be able to appeal a panel's decision. For that reason we suggest that the complainant be allowed an appeal under the same provisions now available to the respondent.

In many cases panel members have thought that counseling should be mandated as a sanction. According to counsel, this is not possible. In addition, those providing therapeutic treatment for students believe that required counseling is counterproductive. An alternative, that of a mental health evaluation, can be stipulated. Such provision should be included in section VIII.A. Sanctions.

-Constance Goodman, Judicial Inquiry Officer

Counseling and Judiciary

In a five-page discussion of the role of counseling in judicial cases (see report above), Dr. Steve Mullinix of University Counseling Service and Dr. Mark Giesecke of Student Health Psychology listed occasions for consultation during fact-finding but recommended that "counseling therapy is not in any way a substitute or partial sanction for unacceptable behavior, even when evidence of emotional or psychiatric disturbance is present." The report notes:

In consideration of the judicial sanction itself, it is most important to consider what formal or traditional sanctions (such as probation, suspension, a fine, community service, etc.) would best help control the unacceptable behavior. Before considering whether a "referral for counseling" might also be appropriate. To judicial officers, counseling or psychiatric help might seem beneficial and appropriate, particularly when psychological factors are involved. However, when it is required as part of a disciplinary sanction, students are frequently resent the counselor's efforts. Therefore, we feel that although the JIO, JA, or panel can and should require a consultation or evaluation when it seems warranted, they should only recommend as a resource to the student, that the student seek ongoing counseling or therapy.

Examples in which consultation was considered potentially useful during investigation of a complaint were: (1) discussion of a "hypothetical case" with mental health staff; (2) discussion of a specific case to give a JIO or JA a mental health perspective; (3) an official evaluation in which a student is asked (or required) to see a mental health staff member — with clear explanation to the student of the limits of confidentiality to distinguish this from the usual confidential referral where no report is made back to the referral source; and (4) referral of the alleged perpetrator, the victim, or both for confidential counseling for help in dealing with personal or emotional stress. In such cases there would be no report back to the JA or JIO without the student's permission, the report notes.
**Pennflex: An Outline**

Pennflex is the name of the University of Pennsylvania's new flexible benefits program. The main goal of a flexible program is to offer greater choice and to enable individuals to shape benefits to fit their personal situations and preferences. Enrollment decisions are made once each year. This year enrollment forms should be forwarded to the Benefits Office by April 15. Enrollment decisions can be changed or renewed in each future year during open enrollment.

**Who is Eligible?**

Full-time members of the University's staff and faculty (approximately 8500) are eligible to participate in the 1987-88 program.

**What Are Flexdollars?**

Flexdollars are allocated on the basis of the University's cost to provide the life insurance for which each faculty or staff member is currently eligible. Since life insurance amounts vary by pay and life insurance costs vary by age, flexdollars reflect individual characteristics and situations.

A person who elects to carry lower life insurance coverage than the University schedule would provide, can apply the surplus flexdollars to another of the flexible benefits or convert the surplus into net, after-tax cash.

**What Does Pennflex Include?**

Although benefits such as retirement programs and tuition assistance certainly involve elements of choice, pension, tuition and certain other benefits cannot be under the Pennflex umbrella. Specific tax code limits exist on the types of benefits that may be included.

Under the Pennflex program, participants have choices in these benefit areas:

- Medical
- Dental
- Life Insurance (including dependent coverage)
- Expense Account

**Pennflex: Corrections on 'Flexdollars'**

For some 500 members of the University approaching a breakpoint in age which affects life insurance coverage, recent statements of "Flexdollars" contain an error, according to Benefits Manager James J. Keller.

**Table 1**

<table>
<thead>
<tr>
<th>Correct Insurance Multiples for Flexdollars Calculations</th>
<th>Amount of Group Life Insurance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age on Plan Effective Date</td>
<td>4.0 x Benefits Base</td>
</tr>
<tr>
<td>Less than 36</td>
<td>3.5 x Benefits Base</td>
</tr>
<tr>
<td>36-39</td>
<td>3.5 x Benefits Base</td>
</tr>
<tr>
<td>40-45</td>
<td>3.0 x Benefits Base</td>
</tr>
<tr>
<td>45-54</td>
<td>2.5 x Benefits Base</td>
</tr>
<tr>
<td>55-59</td>
<td>2.0 x Benefits Base</td>
</tr>
<tr>
<td>65-70</td>
<td>1.5 x Benefits Base</td>
</tr>
</tbody>
</table>

*Note: There is a maximum cap of $300,000 insurance coverage for any participant within the plan.

**Table 2**

<table>
<thead>
<tr>
<th>Premium Cost Per Thousand of Life Insurance Coverage</th>
<th>Monthly Cost</th>
<th>Annual Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Under 35</td>
<td>15</td>
<td>1.80</td>
</tr>
<tr>
<td>35-44</td>
<td>17</td>
<td>2.04</td>
</tr>
<tr>
<td>45-49</td>
<td>19</td>
<td>2.28</td>
</tr>
<tr>
<td>50-54</td>
<td>21</td>
<td>3.12</td>
</tr>
<tr>
<td>55-59</td>
<td>23</td>
<td>3.96</td>
</tr>
<tr>
<td>60-64</td>
<td>25</td>
<td>5.04</td>
</tr>
<tr>
<td>65-70</td>
<td>28</td>
<td>6.24</td>
</tr>
<tr>
<td>70-75</td>
<td>28</td>
<td>6.24</td>
</tr>
<tr>
<td>75-80</td>
<td>30</td>
<td>7.20</td>
</tr>
<tr>
<td>80+</td>
<td>32</td>
<td>8.16</td>
</tr>
</tbody>
</table>

*Note: Insurance amounts vary by pay and life insurance costs vary by age, flexdollars reflect individual characteristics and situations.

**How Flexdollars are Calculated**

Flexdollars are calculated using the above two tables. Table 1 outlines the multiples of benefit base used to compute insurance coverage amounts. Table 2 shows the cost per $1,000 of insurance coverage at various age levels. The example below illustrates how a faculty or staff member has had their flexdollars computed.

**Example:** A faculty member who has a benefits base of $20,000 and is age 32 as of July 1, 1987 would first look in Table 1 to find his coverage entitlement. At age 32, this person would have 4 x benefits base. Next, the price per thousand of coverage for a person this age would be $1.80/$1,000 on an annual basis.

**Health Care Expense Account**

This new reimbursement account is designed to save participants money when used to pay for certain health care expenses that aren't covered by other benefit plans. It lets participants pay those expenses with money set aside from their earnings - money that isn't subject to federal or Social Security taxes.

When setting up an annual account individuals choose the amount they want set aside - up to $4,200 - and in what size and frequency of increments. Then, they draw against the account as reimbursement for eligible expenses they've incurred.

**A Word of Caution:** This account should only be set up for amounts that are sure to be needed during the 12 months beginning July 1, 1987. Tax law prohibits carry-over or refunds for unused amounts.

**Personal Reports**

The cost of each Pennflex choice, as well as individual flexdollars allocations can be found in the six-page Personal Report mailed to homes the week of March 9th.

**Table 3**

<table>
<thead>
<tr>
<th>Correct Insurance Multiples for Flexdollars Calculations</th>
<th>Amount of Group Life Insurance</th>
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</thead>
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<td>55-59</td>
<td>2.0 x Benefits Base</td>
</tr>
<tr>
<td>60-64</td>
<td>1.5 x Benefits Base</td>
</tr>
</tbody>
</table>

*These Flexdollars allow the faculty or staff member to purchase back the amount of term insurance they had before the introduction of Pennflex.
University Biomedical Research Support Grant (BRSG): April 15 Deadline

The Biomedical Research Support Grant is intended to strengthen, balance and stabilize existing Public Health Service-supported biomedical and behavioral research mechanisms. The funds are awarded to the University to complement and enhance the efficiency of biomedical and behavioral research, and to permit on-site judgement regarding emphasis, specific direction and content of activities supported. It will allow the institution to respond quickly and effectively to emerging opportunities and unexpected requirements that develop frequently in the course of research.

Grants from the program are intended to support primarily those biomedical and behavioral research activities not readily or normally supported by Public Health Service categorical research grant programs.

Examples of the usage of BRSG funds include:
- Pilot research
- Support of new investigators
- Unexpected research requirements and emergencies
- Continuation of research during temporary interruption of grant support
- Emerging research opportunities
- Setting up new laboratories
- Improvement of investigator's research skills
- Investigations in new fields and in fields new to the investigator
- Central shared research resources
- Compliance with animal welfare requirements
- Research opportunities for minorities and women

Certain expenditures are prohibited in this Grant, including the following:
- Indirect costs
- Previously incurred cost overruns
- Training stipends
- Construction

- Support for grant projects disapproved by advisory councils
- Library support, aside from specialized publications
- Travel, unless directly related to research activities

Research salary support for tenured faculty is permitted only on a short-term basis and with justification. Ongoing Public Health Service grants can be supplemented only for emergency needs.

Submitted with original and seven copies, proposals should take the form of mini-grant applications, three to five pages long, transmitted via the Department Chairperson.

The cover page of the proposal should contain the following information:
- Name, Rank, Department, School
- Title of proposal
- Amount requested
- 100 word abstract of need
- Amount of all current research support
- Do you have an application pending that includes support of the same request made here?
- List BRSG support for past three years (years, amount and which BRSG)
- Have you made requests from other BRSG committees this year? If so, was it for the same or different proposal?

The second page should include the budget, listing and justifying the specific items requested, and if possible assigning a priority to each.

Please also include a one-page NIH biographical sketch, giving your education, professional appointments, honors, and five most recent publications. If you have a BRSG award, please include one-page summary of results.

The proposal itself should give a brief description of the research and a statement of the specific needs to be covered by the proposed grant.

As the funds available are limited, investigators with appropriate needs are encouraged to apply before April 15, 1987 in order to ensure proposal consideration. While there is no fixed size of the awards to be made, we expect that they will be in the $3,000 to $10,000 range.

Please contact Eliot Stellar (Ext. 5778) for substantive or procedural questions.

Proposals should be submitted to the Office of the Vice Provost for Research, 106 College Hall /6381.

Sigma Xi Membership, Thesis Awards

Sigma Xi, the scientific research society, is soliciting new members and applicants for Ph.D. Thesis awards. In order to promote these activities, faculty and graduate students in science departments are cordially invited to attend a reception from 4-6 p.m. on March 26 in the Math Lounge of David Rittenhouse Laboratory (Room 4C8—opposite the elevator). Refreshments will be served.

The deadline for nominations for Sigma Xi Ph.D. Thesis awards is April 17. Two awards of $500 each may be made to Ph.D. candidates for theses of outstanding quality and contribution to science at the Thesis Awards Dinner on Thursday, May 7. The winners will receive certificates as well. Nominations are made by the thesis advisor on the thesis advisor's initiative and should include a thesis abstract, a vita for the candidate, a letter of recommendation from the thesis advisor and from either the graduate group chair or the sponsoring department chair. Please send these items to Dr. Richard V. Kaddison, Mathematics Department /6395.

Report of the Consultative Committee on the Selection of a Dean of the Graduate School of Education

The committee was convened by President Hackney and Provost Ehrlich on February 24, 1986 and completed its work on March 13, 1987 with the appointment of Marvin Lazerson, Ph.D., by the Trustees of the University.

Members of the committee were: Morton Botel (William T. Carter Professor of Education and Psychology), Carol S. Brown (Ph.D. candidate, GSE), Robert H. Dyson, Jr. (director, University Museum), Robert F. Engs (associate professor of history, SAS)*, Michelle Fine (associate professor, GSE), David J. Hogan (associate professor, GSE), Gail C. Levin (assistant secretary of the University and secretary to the committee), Ann R. Miller (professor of sociology, SAS), Mark C. Nagy (alumni representative), Pearl Rosenberg (Ph.D. candidate, GSE), and Brian Sutton-Smith (professor, GSE and professor of folklore, SAS). The committee met a total of 18 times, including 8 interviews with candidates and a session with the president and the provost to discuss an unranked list of final candidates.

The committee advertised the position, solicited comments and nominations from faculty (GSE standing faculty, full-time lecturers, adjunct faculty, and faculty holding primary appointments in other schools), University deans, GSE students, deans of comparable schools of education and a wide array of organizations, scholars and practitioners. In addition, the committee met with Dean Dell Hymes, Associate Dean Erling Boe, GSE division chair, Dr. Peter J. Kuriloff (associate professor, GSE and president, University chapter of the AAUP), Professor Robert Zemsky, a representative of the junior standing faculty, a representative of the non-tenure track faculty, two GSE student representatives, and the acting organizer of the GSE Minority Student organization.

Committee members discussed several broad issues related to the search, including the varied responsibilities of the dean and the role of the School on University, local, and national levels. They reviewed trends and opportunities in the field of education as well as a number of issues of special concern to the School. It was agreed that the best candidate should be an important figure in the realms of teaching and research, a strong administrator, a leader in educational policy, and a vigorous participant in University governance. Members concurred that the dean must be an individual who understands a private University, values the professional and academic enterprise, manages well, and creates a "shared vision." The committee was unanimous in the view that Dr. Lazerson has all these qualities.

The committee received and screened 101 applications and nominations, of whom 22 were female and at least 5 were minority. Of the eight candidates who were interviewed, 2 were female, 1 was minority. Dr. Lazerson was among those candidates who were recommended to the president and the provost.

-Morton Botel, Chair
Consultative Committee on the Selection of a Dean

* resigned from the committee July 2, 1986
Implementing a New Right-to-Know Law on Hazardous Substances

The State of Pennsylvania's Department of Labor and Industry has promulgated regulations to implement and enforce the Right to Know (RTK) Law. The Law mandates that the University implement a program to inform employees of their potential chemical exposure and to some extent provide information to the general public on the hazardous substances used on campus. The campus Office of Environmental Health and Safety (OEHS) is responsible for coordinating and auditing compliance activities under the Right to Know Law. OEHS will maintain a database of health information for hazardous products; post notices and lists; develop and provide training materials and programs; and publish appropriate notices in Almanac.

All employees, faculty and staff, exposed to hazardous substances are required to attend training sessions. The training sessions require approximately 1½ hours annually. As several thousand University employees must be trained between now and December 1, 1987, the successful completion of this mandated training requires the cooperation of all members of the University community.

The University is committed to providing faculty, staff and students a safe and healthful working and learning environment. The Office of Environmental Health and Safety solicits your help in complying with this law.

If you have any questions regarding Penn's Right to Know program, or the Pennsylvania law and regulations, please call OEHS at Ext. 4453.

—Matthew D. Finucane, Director, Office of Environmental Health and Safety

DEATHS

Florence R. Bell, a former employee who worked at Penn for 40 years, died January 9 at the age of 82. She started at the University in 1932 as a secretary in the department of publicity and stayed in what would eventually become the News Bureau. She served as an administrative assistant in that department in 1972. Miss Bell is survived by her sister Dorothy I. Bell of Vincentown, and her brother, S. Kensil Bell of West Chester.

Norbert V. Braceland, Sr., administrator of the University Bookstore for 42 years, died March 13 at the age of 87. Mr. Braceland came to Penn in 1926 as manager of the Hallowell Book store. He became assistant manager in 1928, and manager of the Bookstore in 1942. While at Penn, he also served as president of the University's 25-Year Club. Mr. Braceland retired in 1968. He is survived by his wife, Helen; two sons, Norbert, Jr. and C. Ward; and six grandchildren.

Dr. Julian Johnson, professor emeritus of surgery, died at his home on March 1 at the age of 91. A graduate of Maryville College, Tennessee, he received his M.D. at Penn in 1931 and a Doctor of Medical Science in 1939. Dr. Johnson became a member of the visiting staff in 1939 and rapidly built up a thoracic surgical staff at HUP which he headed until his retirement from active surgery in 1973. He was one of the pioneers in cardiac surgery, refining the techniques of open heart surgery and progressively lowering mortality rates for operations on the lungs, heart and great vessels.

While serving as Chief of Cardiothoracic Surgery at HUP, he headed the corresponding department at CHOP, where he became an expert in treating congenital cardiac defects, such as are seen in blue babies.

His experience and knowledge were brought together in a book entitled Surgery of the Chest which he wrote with his colleague, the late Dr. Charles Kirby. It appeared in four editions under his authorship and two more under the editorship of Dr. John Waldhausen, formerly of Penn and presently Chair of Surgery at Penn State Hershey. It continues to be one of the most widely read texts on the subject used especially by those in cardiothoracic surgery training programs.

Dr. Johnson served as a Major in the Army Medical Corps with the 20th General Hospital in Assam, India. He was on active duty from 1942 to 1946, becoming Vice Chief of the Surgical Service at an early age. This distinguished unit cared for thousands of casualties mainly from the Burma theatre, with one of the lowest mortality rates achieved in any theatre. He retired with the rank of Lieutenant Colonel.

He also served on the American Board of Cardiothoracic Surgery—and as president of the American Association for Thoracic Surgery, the Society for Vascular Surgery, and the Philadelphia Academy of Surgery.

He is survived by his wife of 53 years, Mary B. Johnson, and a daughter, Joan Johnson. In lieu of flowers, contributions can be made to the University of Pennsylvania Fund for Research in Cardiac Surgery.

Dr. Donald G. Lee, professor emeritus of anatomy and former associate dean of the School of Veterinary Medicine, died February 16 at the age of 73.

Dr. Lee graduated from Penn's School of Veterinary Medicine in 1936, and went on to join the School's faculty in August 1937, where he served for 42 years as Professor of Anatomy and 10 as the School's Associate Dean. Dr. Lee was a member of the American Association of Anatomists, the Phi Zeta Honors Fraternity and received the Lindback Award for distinguished teaching as well as the Distinguished Veterinarian Award in 1983.

Surviving are his wife, Bertha Jane, his three daughters, Linda, Suzanne, Annabel, a son, Donald G. Jr., and six grandchildren.
Department of Public Safety Crime Report

This report contains tallies of Part I crimes against persons, and summaries of Part I crimes in the five busiest sectors on campus where two or more incidents occurred between March 2 and March 15, 1987.

**Total Crime:** Crimes Against Persons - 1, Burglaries - 5, Thefts - 25, Thefts of Auto - 5

**Date** | **Time Reported** | **Location** | **Incident**
--- | --- | --- | ---
03-02-87 | 5:56 PM | Meyer Hall | Suspect attempted theft by entrance of residence

**Area/Highest Frequency of Crime**

**SOUTH ST. TO WALNUT ST., 32ND ST. TO 33RD ST.**

<table>
<thead>
<tr>
<th>Date</th>
<th>Time Reported</th>
<th>Location</th>
<th>Incident</th>
</tr>
</thead>
<tbody>
<tr>
<td>03-04-87</td>
<td>1:37 PM</td>
<td>Hutchison Gym</td>
<td>Purse taken from unsecured locker</td>
</tr>
<tr>
<td>03-05-87</td>
<td>5:01 PM</td>
<td>Hutchison Gym</td>
<td>Arson/male/attempted burglary in Hutch Gym</td>
</tr>
<tr>
<td>03-06-87</td>
<td>5:56 PM</td>
<td>Lot #5</td>
<td>Green VW Dasher, Radio taken/damaged</td>
</tr>
<tr>
<td>03-07-87</td>
<td>10:27 PM</td>
<td>Lot #5</td>
<td>Stereo taken from parked car</td>
</tr>
<tr>
<td>03-11-87</td>
<td>12:22 PM</td>
<td>White Training Hse</td>
<td>Locked door pushed in/vehicles taken</td>
</tr>
<tr>
<td>03-14-87</td>
<td>1:13 AM</td>
<td>Lot #5</td>
<td>Briefcase taken from vehicle</td>
</tr>
</tbody>
</table>

**CIVIC CENTER BLVD. TO HAMILTON WALK, 34TH ST. TO 38TH ST.**

<table>
<thead>
<tr>
<th>Date</th>
<th>Time Reported</th>
<th>Location</th>
<th>Incident</th>
</tr>
</thead>
<tbody>
<tr>
<td>03-05-87</td>
<td>1:34 PM</td>
<td>Lot #44</td>
<td>Chev. Wagon taken from lot</td>
</tr>
<tr>
<td>03-09-87</td>
<td>9:12 AM</td>
<td>Richards Bldg.</td>
<td>Bike taken from bike rack</td>
</tr>
<tr>
<td>03-11-87</td>
<td>3:51 PM</td>
<td>Mudd Bldg.</td>
<td>Unattended wallet taken from knapsack</td>
</tr>
<tr>
<td>03-13-87</td>
<td>2:02 PM</td>
<td>Blockley Hall</td>
<td>Wallet taken from unattended room</td>
</tr>
<tr>
<td>03-13-87</td>
<td>2:36 PM</td>
<td>Houston Hall</td>
<td>Rolls of SEPTA tokens taken from locked area</td>
</tr>
</tbody>
</table>

**SPRUCE ST. TO LOCUST WALK, 34TH ST. TO 36TH ST.**

<table>
<thead>
<tr>
<th>Date</th>
<th>Time Reported</th>
<th>Location</th>
<th>Incident</th>
</tr>
</thead>
<tbody>
<tr>
<td>03-05-87</td>
<td>9:28 AM</td>
<td>Houston Hall</td>
<td>Purse taken from under table</td>
</tr>
<tr>
<td>03-08-87</td>
<td>2:21 AM</td>
<td>Houston Hall</td>
<td>Unattended pocketbook taken at party</td>
</tr>
<tr>
<td>03-12-87</td>
<td>12:43 PM</td>
<td>Houston Hall</td>
<td>Camera lens taken/return/resume chased by students</td>
</tr>
<tr>
<td>03-08-87</td>
<td>5:57 PM</td>
<td>Lot #5</td>
<td>Ford Van taken</td>
</tr>
<tr>
<td>03-05-87</td>
<td>11:54 AM</td>
<td>Hollenback Center</td>
<td>Acetylene tank taken from construction site</td>
</tr>
<tr>
<td>03-08-87</td>
<td>1:01 AM</td>
<td>Ice Rink</td>
<td>'85 Chev celebrity taken from lot</td>
</tr>
</tbody>
</table>

**BALTIMORE AVE. TO WALNUT ST., 40TH ST. TO 42ND ST.**

<table>
<thead>
<tr>
<th>Date</th>
<th>Time Reported</th>
<th>Location</th>
<th>Incident</th>
</tr>
</thead>
<tbody>
<tr>
<td>03-02-87</td>
<td>1:04 PM</td>
<td>Evans Bldg.</td>
<td>Dental equipment taken without unattended lab</td>
</tr>
<tr>
<td>03-04-87</td>
<td>3:01 PM</td>
<td>Evans Bldg.</td>
<td>Dental drill taken from unattended lab</td>
</tr>
<tr>
<td>03-10-87</td>
<td>10:27 AM</td>
<td>Evans Bldg.</td>
<td>Dental equipment taken from clinic area</td>
</tr>
</tbody>
</table>

**Safety Tip:** Avoid "get rich quick" schemes (a person(s) asking you for cash so that you can become a partner in something that will make you wealthy, a stranger(s) asking you about your personal finances or for your show them how to use a cash credit card.) Chances are you are being sized up as a victim for the old con game—film flim. 

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**EXHIBITS**

Now
Former Wall writers: exhibit of ex-graffiti artists; Monday-Friday, 9 a.m.-5 p.m. Gallery, University City Science Center. Through April 3.

The Sanctuary Movement: A Photographic Documentation: Harvey Finkel captures the spirit of central Amrican refugees and others who provide sanctuary, 9 a.m.-10 p.m., Christian Association. Reception: March 24, 5-8 p.m. (Central America Week).

**TALKS**

**18 Women and Ethics:** Margaret Cottonree; noon-1 p.m., Room 202, Nursing Education Building (School of Nursing)

Neuroprotection of the Occipital Lateral Sminicervical: Wayne Anderson, assistant professor of neurology, University of Maryland, School of Medicine, 12:30-1:30 p.m., Hope Auditorium, 2nd floor, CHOP (Gastrointestinal Section)

**20 On the Effect of Optimum Data Quantization Upon Microwave Image Quality:** Zhonglie Liang, graduate student, department of electrical engineering, noon-1 p.m., Room 216, Moore School (Wall Forge Research Center)

**21 The Political Ramifications of Black Economic Development:** Black Entrepreneurship Now and in the Future; 11 a.m.-5 p.m., Room 350, Steinberg Hall-Dietrich Hall, with a "career bullet" at 1-2:15 p.m. Information: Ext. 7640 (Black Wharton Undergraduate Association)

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**FILMS**

24 The Arabs—a Living History; BBC series; 4 p.m., 8th floor lounge, Williams Hall (Middle East Center)

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**CORRECTION**

MARCH ON CAMPUS

Correction: A talk originally scheduled for March 26 has been changed to March 19: At Risk-Future Generations: Sara Rosenbaum, director, Health Division, Children's Defense Fund. The time and place remain the same: 4:30-6 p.m., Auditorium, Colonial Penn Center (Leonard Davis Institute, School of Nursing).

**CONFERENCES**

**18 Crisis of the United Nations—Crisis in the International System:** 2-6 p.m., Lauder Student Lounge, Steitel Hall. Information: Ext. 6324 (Anschap Institute for Diplomacy and Foreign Affairs)

**21 The Political Ramifications of Black Economic Development:** Black Entrepreneurship Now and in the Future; 11 a.m.-5 p.m., Room 350, Steinberg Hall-Dietrich Hall, with a "career bullet" at 1-2:15 p.m. Information: Ext. 7640 (Black Wharton Undergraduate Association)

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**DEADLINES**

The deadline for the weekly calendar update entries is Tuesday, a week before the date of publication. The deadline for the biweekly update, Tuesday, April 14, Send to Almanac, 2360 Locust Walk, 6224 (second floor of the Christian Association).